



EMPLOYMENT OPPORTUNITY

Natural Resource Scientist 3

\$4322.00 – \$5668.00 Range: 60

Recruitment # 1334-10

Opens: March 4, 2010

Closes: March 11, 2010

Job Summary

This is a fulltime permanent position serving as team lead for the Hatchery Evaluation and Assessment Team. The position is responsible for organizing, planning, developing, and managing activities associated with implementation of Hatchery Reform. The position organizes and directs interagency and intergovernmental teams to resolve complex artificial production issues that affect hatchery operations, focusing on implementation of Hatchery Scientific Review Group (HSRG) recommendations and protection of ESA listed species. Responsibilities include leading the unit that is tasked to evaluate and monitor fish hatchery operations and practices to maximize program effectiveness, minimize negative interactions with wild stocks and ensure compliance with all legislative mandates, judicial mandates (both State and Federal), agency policies, and federal permitting requirements. Implementation of Hatchery Reform is a high priority to the Department and the Fish and Wildlife Commission. Principal activities include:

- Recommending and leading implementation of cross-division and cross-program plans for hatchery reform in the Fish Program.
- Reviewing and approving Hatchery Genetic Management Plans to ensure consistency with legislative mandates, legal obligations, agency policies and federal permitting requirements.
- Representing the agency in meetings with hatchery funding entities (federal, local, tribal) and cooperators.
- Coordinating with state, tribal and federal entities to ensure consistent implementation of federal 4(d) and section 10 authorizations for state operated hatchery programs.
- Evaluating strategic priorities and work plans within the Division/Unit consistent with agency priorities, objectives and goals.

This is a highly independent position that makes recommendations to Division Manager, Assistant Director and Director on modifications to WDFW's artificial production programs and facilities. These programs represent a 1 billion dollar capital investment that produces approximately 80% of the salmon in Washington State.

Working Conditions

Work is conducted in an office and public meeting environment. The position requires travel for up to 35% of the time, either daily or overnight. Schedule is flexible requiring early departure or attending evening or out-of-town meetings. Substantial time in excess of 40 hours per week is required.

Competencies and Qualifications

This position requires a credible knowledge base and ability to influence others to endorse new ideas and support those concepts in political arenas, including legislative hearings and caucus meetings. This position also has supervisory responsibility for the Hatchery Evaluation and Assessment Unit.

A bachelor's degree in fisheries, natural resources science or related field and three years of progressively responsible management experience in the area of natural resources is required. Preferred applicants will have experience conducting salmonid research, preferably associated with artificial production, and acting as project leader and lead author of research papers published in a WDFW recognized referred journal.

The best qualified applicants will demonstrate competencies in the following areas:

- Working knowledge of fish research, particularly in the areas of salmonids and artificial production issues
- Broad knowledge of fishery management principles, including strategic planning, and state-tribal co-management principles
- Knowledge of budget development and management
- Practical team leadership and supervision skills
- Knowledge of Federal ESA and associated processes, agency policies, and communication
- Skills in making oral presentations to and facilitating technical work groups
- Excellent grasp of negotiation principles and group meeting dynamics

How to Apply:

Submit a completed and signed state application and attach a detailed resume that shows how you meet the qualifications and competencies listed above. For each relevant position you have held, specify your employer, title, length of service, and the duties performed. For completed education, specify degrees or other formal training completed, including the schools attended. As appropriate, list and briefly describe specific courses you completed. Briefly explain how the course related to one or more of the desired competencies (what you learned and skills developed through the course).

Here are the ways you can submit your signed application.

1. Mail your application materials to:
Margaret Gordon, Recruitment Specialist
Human Resources Office, Department of Fish and Wildlife,
600 Capitol Way North, Olympia, WA 98501-1091
2. Fax (360) 902-2392 Attn: Margaret Gordon
3. Or deliver in person to our Human Resources Office in the Natural Resource Building,
5th Floor, 1111 Washington St. SE, Olympia, WA.
4. Or scan a signed copy and send by e-mail to: WDFWjobs@dfw.wa.gov

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.